



1600 Royal Street Jasper, IN 47549  
Telephone 812.482.1600

November 20, 2006

Vince Poscente  
4350 N. Fairfax Drive, Suite 700  
Arlington, VA 22203

Dear Vince:

Just a quick note of thanks for spending time with us last week and sharing your leadership philosophy.

Our Liaison Committee meeting, following your presentation, went very well. References were heard throughout the day to your message points linked to our business strategies, and the atmosphere of our meeting was enthusiastic because of your presence and your presentation.

Bringing the leadership lessons to life in a very personal and enjoyable manner will cause them to endure with the key leaders at Kimball. I am hopeful sharing your book in approximately a month will serve to reinforce the learnings with each of our leaders.

I very much enjoyed reading your book over the weekend and sincerely appreciate your thoughtfulness in giving me a personally-autographed copy.

My granddaughter inquired as to what I was reading. While explaining a bit, I referenced your "emotional buzz" example of the grocery store and couscous, to which she exclaimed, "Grandpa, 'couscous' – the food's so nice, they named it twice!"

Thank you again for sharing and helping to grow our people and our company. Travel safely and a happy holiday season to you and your family.

Sincerely,

Kimball International, Inc.

A handwritten signature in blue ink, appearing to read "James C. Thyen".

James C. Thyen  
President  
Chief Executive Officer

JCT/do